



United States of America
National Labor Relations Board



NOTICE OF ELECTION

INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

METHOD AND DATE OF ELECTION

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit by personnel of the National Labor Relations Board, Region 07, at 4:00 p.m., EST on Friday, February 26, 2021. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by Friday, March 10, 2021, or otherwise requires a duplicate mail ballot kit, he or she should communicate immediately with the National Labor Relations Board by either calling Board Agent Natalie Rygiel at (313) 335-8073, Election Specialist Callie Clyburn at (313) 335-8049, Region 07 Office at (313)226-3200 or our national toll-free line at 1-844-762-NLRB (1-844-762-6572), in order to arrange for another mail ballot kit to be sent. Voters should return their mail ballots so that they will be received at the Region 07 office by close of business (4:45 p.m.) EST on Friday, March 26, 2021.

COUNT OF BALLOTS: The mail ballots will be commingled and counted at 1:00 p.m. on Wednesday, March 31, 2021. In order to be valid and counted, the returned ballots must be received in the Region 07 Office prior to the counting of the ballots. The method for the count will require virtual participation and will be determined by the Regional Director prior to the count.



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MIDMICHIGAN MEDICAL CENTER – WEST BRANCH WEST BRANCH AND PRUDENVILLE, MICHIGAN

07-RD-270474

VOTING GROUP – UNIT A

EMPLOYEES ELIGIBLE TO VOTE:

Those eligible to vote are: All full-time and regular part-time cardiac health and rehabilitation EPs, case manager RNs, certified respiratory therapists, clinical dietitians, clinical care/wound care coordinators, computed tomography (CT) technologists, CT/picture archiving and communication systems (PAC) technologists, diabetes education coordinators, exercise physiologists, magnetic resonance imaging (MRI) technologists, mammography technologists, medical technologists, network analysts, nuclear medicine technologists, radiology technologists (registered), radiology technologists (registry eligible), registered nurses, registered respiratory therapists, respiratory coordinators, social workers master of social work (MSW), special procedures registered nurses, special procedures technologists (cardiac cath techs), and ultrasound technologists employed by the Employer at its facilities located at 335 East Houghton Avenue, West Branch, Michigan; 2463 South M-30, West Branch, Michigan; and 200 Grand Avenue, Prudenville, Michigan; who were employed by the Employer during the biweekly payroll period ending Saturday, February 6, 2021.

EMPLOYEES NOT ELIGIBLE TO VOTE:

Those not eligible to vote are: Physicians, physician assistants, nurse practitioners, managers and supervisors, guards, confidential employees, contingent employees, temporary employees, auxiliary staff, and paid and unpaid co-op students.

Others permitted to vote: The parties have agreed that the graduate nurse classification is neither included in nor excluded from the appropriate collective-bargaining unit and those individuals may vote in the election subject to challenge. The eligibility or inclusion of these individuals will be resolved, if necessary, following the election.

Note: *If a majority of the professional employees voting in Unit A vote “Yes” to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit B to decide the question concerning representation for the overall unit consisting of the employees in Units A and B. If on the other hand, a majority of the professional employees voting in Unit A do not vote “Yes” to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Unit A.*



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OFFICIAL SECRET BALLOT



For certain employees of

**MIDMICHIGAN MEDICAL CENTER – WEST BRANCH
WEST BRANCH AND PRUDENVILLE, MICHIGAN**

Do you desire to be included with nonprofessional employees in a single unit
for the purposes of collective bargaining?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES

☐

NO

☐

Do you desire to be represented for the purposes of collective bargaining by
SEIU HEALTHCARE MICHIGAN?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES

☐

NO

☐

**DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL
YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.**

If you make markings inside, or anywhere around, more than one square, you may request a new ballot by
referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more
than one square, your ballot will not be counted.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any
sample ballot have not been put there by the National Labor Relations Board.



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**MIDMICHIGAN MEDICAL CENTER – WEST BRANCH
WEST BRANCH AND PRUDENVILLE, MICHIGAN**

07-RD-270474

VOTING GROUP – UNIT B

EMPLOYEES ELIGIBLE TO VOTE:

Those eligible to vote are: All full-time and regular part-time accounting clerks, admission clerks, billing clerks, bio medical technicians, bio medical technicians – certified, cardiology technician IIs, cardiology technicians IIs – with EEG, cardiopulmonary technician IIs, case manager LPNs, centralized scheduling clerks, clinical information system coordinators, coding specialists, community outreach workers, cook Is, cook IIs, development associates, echo techs, emergency department technicians, endoscopy technicians, environmental services secretaries, equipment and inventory control coordinators, financial transaction clerks, HIM clerks, housekeeping aides, inventory control clerks, laboratory assistants, laboratory registration clerks, lead diagnostic imaging aides, licensed practical nurses (LPNs), linen services aides, maintenance 1-L employees, maintenance class I employees, maintenance class II employees, medical assistants, medical laboratory technicians (registered), medical laboratory technicians (registry eligible), nursing assistants, nutrition services aides, pharmacy technicians-licensed, phlebotomists, plant operations coordinators, procurement clerks, radiology aides, rehabilitation technicians/aides, scheduling clerks/rehabilitation services, senior payroll practitioners, storeroom clerks/couriers, surgical boarding clerks, surgical services assistants, surgical technicians (certified), surgical technician trainees, transcriptionists, ultrasonography technologists, and ward secretaries, employed by the Employer at its facilities located at 335 East Houghton Avenue, West Branch, Michigan; 2463 South M-30, West Branch, Michigan; and 200 Grand Avenue, Prudenville, Michigan, who were employed by the Employer during the biweekly payroll period ending Saturday, February 6, 2021.

EMPLOYEES NOT ELIGIBLE TO VOTE:

Those not eligible to vote are: Physicians, physician assistants, nurse practitioners, managers and supervisors, guards, confidential employees, contingent employees, temporary employees, auxiliary staff, and paid and unpaid co-op students.



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OFFICIAL SECRET BALLOT

For certain employees of

MIDMICHIGAN MEDICAL CENTER – WEST BRANCH
WEST BRANCH AND PRUDENVILLE, MICHIGAN

Do you wish to be represented for purposes of collective bargaining by

SEIU HEALTHCARE MICHIGAN?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES

☐

NO

☐

DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.

If you make markings inside, or anywhere around, more than one square, you may request a new ballot by referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.



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If a majority of the professional employees vote for inclusion in the unit with nonprofessional employees, the following single unit will constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time and regular part-time accounting clerks, admission clerks, billing clerks, bio medical technicians, bio medical technicians – certified, cardiac health and rehabilitation EPs, cardiology technician IIs, cardiology technicians IIs – with EEG, cardiopulmonary technician IIs, case manager LPNs, case manager RNs, centralized scheduling clerks, certified respiratory therapists, clinical dietitians, clinical information system coordinators, clinical care/wound care coordinators, coding specialists, community outreach workers, cook Is, cook IIs, computed tomography (CT) technologists, CT/picture archiving and communication systems (PAC) technologists, development associates, diabetes education coordinators, echo techs, emergency department technicians, endoscopy technicians, environmental services secretaries, equipment and inventory control coordinators, exercise physiologists, financial transaction clerks, HIM clerks, housekeeping aides, inventory control clerks, laboratory assistants, laboratory registration clerks, lead diagnostic imaging aides, licensed practical nurses (LPNs), linen services aides, magnetic resonance imaging (MRI) technologists, maintenance 1-L employees, maintenance class I employees, maintenance class II employees, mammography technologists, medical assistants, medical laboratory technicians (registered), medical laboratory technicians (registry eligible), medical technologists, network analysts, nuclear medicine technologists, nursing assistants, nutrition services aides, pharmacy technicians-licensed, phlebotomists, plant operations coordinators, procurement clerks, radiology aides, radiology technologists (registered), radiology technologists (registry eligible), registered nurses, registered respiratory therapists, rehabilitation technicians/aides, respiratory coordinators, scheduling clerks/rehabilitation services, senior payroll practitioners, social workers master of social work (MSW), special procedures registered nurses, special procedures technologists (cardiac cath techs), storeroom clerks/couriers, surgical boarding clerks, surgical services assistants, surgical technicians (certified), surgical technician trainees, transcriptionists, ultrasonography technologists, ultrasound technologists, and ward secretaries, employed by the Employer at its facilities located at 335 East Houghton Avenue, West Branch, Michigan; 2463 South M-30, West Branch, Michigan; and 200 Grand Avenue, Prudenville, Michigan; but excluding physicians, physician assistants, nurse practitioners, managers and supervisors, guards, confidential employees, contingent employees, temporary employees, auxiliary staff, and paid and unpaid co-op students.



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If a majority of the professional employees do not vote for inclusion in the unit with nonprofessional employees, the following two groups of employees will constitute separate units appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

UNIT A (PROFESSIONAL UNIT):

All full-time and regular part-time cardiac health and rehabilitation EPs, case manager RNs, certified respiratory therapists, clinical dietitians, clinical care/wound care coordinators, computed tomography (CT) technologists, CT/picture archiving and communication systems (PAC) technologists, diabetes education coordinators, exercise physiologists, magnetic resonance imaging (MRI) technologists, mammography technologists, medical technologists, network analysts, nuclear medicine technologists, radiology technologists (registered), radiology technologists (registry eligible), registered nurses, registered respiratory therapists, respiratory coordinators, social workers master of social work (MSW), special procedures registered nurses, special procedures technologists (cardiac cath techs), and ultrasound technologists employed by the Employer at its facilities located at 335 East Houghton Avenue, West Branch, Michigan; 2463 South M-30, West Branch, Michigan; and 200 Grand Avenue, Prudenville, Michigan; but excluding physicians, physician assistants, nurse practitioners, managers and supervisors, guards, confidential employees, contingent employees, temporary employees, auxiliary staff, and paid and unpaid co-op students.

UNIT B (NONPROFESSIONAL UNIT):

All full-time and regular part-time accounting clerks, admission clerks, billing clerks, bio medical technicians, bio medical technicians – certified, cardiology technician IIs, cardiology technicians IIs – with EEG, cardiopulmonary technician IIs, case manager LPNs, centralized scheduling clerks, clinical information system coordinators, coding specialists, community outreach workers, cook Is, cook IIs, development associates, echo techs, emergency department technicians, endoscopy technicians, environmental services secretaries, equipment and inventory control coordinators, financial transaction clerks, HIM clerks, housekeeping aides, inventory control clerks, laboratory assistants, laboratory registration clerks, lead diagnostic imaging aides, licensed practical nurses (LPNs), linen services aides, maintenance I-L employees, maintenance class I employees, maintenance class II employees, medical assistants, medical laboratory technicians (registered), medical laboratory technicians (registry eligible), nursing assistants, nutrition services aide, pharmacy technicians-licensed, phlebotomists, plant operations coordinators, procurement clerks, radiology aides, rehabilitation technicians/aides, scheduling clerks/rehabilitation services, senior payroll practitioners, storeroom clerks/couriers, surgical boarding clerks, surgical services assistants, surgical technicians (certified), surgical technician trainees, transcriptionists, ultrasonography technologists, and ward secretaries, employed by the Employer at its facilities located at 335 East Houghton Avenue, West Branch, Michigan; 2463 South M-30, West Branch, Michigan; and 200 Grand Avenue, Prudenville, Michigan; but excluding physicians, physician assistants, nurse practitioners, managers and supervisors, guards, confidential employees, contingent employees, temporary employees, auxiliary staff, and paid and unpaid co-op students.



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RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (313)226-3200 or visit the NLRB website www.nlr.gov for assistance.